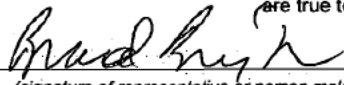


UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 32-CA-231690	Date Filed 11-21-2018

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Tesla, Inc	b. Tel. No. 510-249-3650
	c. Cell No.
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 45500 Fremont, CA	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail
	h. Number of workers employed 10,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Factory	j. Identify principal product or service Automotive Manufacturing
<p>The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p>	
<p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the above-named Employer has violated the National Labor Relations Act by instructing employees to remove union-related stickers and other union-related apparel even though such stickers and apparel comply with the Employer's "Personal Appearance" and "Team Wear" policies.</p>	
<p>3. Full name of party filing charge (if labor organization, give full name, including local name and number) International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW</p>	
4a. Address (Street and number, city, state, and ZIP code) 8000 E. Jefferson Ave Detroit, MI 48214	<p>4b. Tel. No. 313-926-5461</p> <p>4c. Cell No.</p> <p>4d. Fax No. 313-926-4405</p> <p>4e. e-mail bbingham@uaw.net</p>
<p>5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)</p>	
<p>6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p> Brad Bingham, International Rep (signature of representative or person making charge) (Print/type name and title or office, if any)</p> <p>8000 E. Jefferson Ave Detroit, MI 48214 Address</p> <p>11-20-18 Date</p>	
<p>Tel. No. 423-383-7154</p> <p>Office, if any, Cell No.</p> <p>Fax No. 313-926-4405</p> <p>e-mail bbingham@uaw.net</p>	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 32
1301 Clay St Ste 300N
Oakland, CA 94612-5224

Agency Website: www.nlr.gov
Telephone: (510)637-3300
Fax: (510)637-3315

June 19, 2019

JAIME BODIFORD, ESQ.,
SENIOR COUNSEL, EMPLOYMENT
TESLA, INC.
901 PAGE AVE
FREMONT, CA 94538

Re: Tesla, Inc.
Case 32-CA-231690

Dear Ms. Bodiford:

The above-captioned case has been closed on compliance. Please note that the closing is conditioned upon continued observance of the informal Settlement Agreement.

Very truly yours,

A handwritten signature in black ink that reads "Valerie Hardy-Mahoney".

Valerie Hardy-Mahoney
Regional Director

cc: **(b) (6), (b) (7)(C)**
TESLA, INC.
901 PAGE AVENUE
FREMONT, CA 94538

BRAD BINGHAM, UNION REP.
UNITED AUTOMOBILE, AEROSPACE
AND AGRICULTURAL IMPLEMENT
WORKERS OF AMERICA, UAW
8000 E. JEFFERSON AVENUE
DETROIT, MI 48214

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